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Commission on the Status of Women
Forty-eighth session
1-12 March 2004
Item 2 of the provisional agenda
Adoption of the agenda and other organizational matters

Annotated provisional agenda and proposed organization of work*

1. Election of officers.
2. Adoption of the agenda and other organizational matters.
3. Follow-up to the Fourth World Conference on Women and to the special session of the General Assembly entitled "Women 2000: gender equality, development and peace for the twenty-first century":
   (a) Review of gender mainstreaming in organizations of the United Nations system;
   (b) Emerging issues, trends and new approaches to issues affecting the situation of women or equality between women and men;
   (c) Implementation of strategic objectives and action in the critical areas of concern and further actions and initiatives:
      (i) The role of men and boys in achieving gender equality;
      (ii) Women's equal participation in conflict prevention, management and conflict resolution and in post-conflict peace-building.
4. Communications concerning the status of women.
5. Follow-up to Economic and Social Council resolutions and decisions.
6. Provisional agenda for the forty-ninth session of the Commission.
7. Adoption of the report of the Commission on its forty-eighth session.

* The submission of the present document was delayed awaiting the outcome of informal consultations of the Commission.

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Annotations

1. Election of officers

Rule 15 of the rules of procedure of the functional commissions of the Economic and Social Council provides that at the commencement of the first meeting of a regular session, the Commission shall elect, from among the representatives of its members, a Chairperson, one or more Vice-Chairpersons and such other officers as may be required. At its forty-eighth session, the Commission elected, in addition to a Chairperson, four Vice-Chairpersons, with one Vice-Chairperson having rapporteurial responsibilities.

In its resolution 1987/21, the Council recommended that, in order to enhance the effectiveness of the work of the Commission, the officers elected to the Bureau of the Commission should serve a term of office of two years. The officers elected at the forty-eighth session will continue to serve during the forty-ninth session.

In accordance with its decision 2002/234, the Council, in order to improve the work of the Commission and to ensure continuity in the work of its successive bureaux, decided that, starting with its forty-seventh session, in 2003, the Commission, immediately following the closure of a regular session, would hold the first meeting of its subsequent regular session for the sole purpose of electing the new Chairperson and other members of the Bureau, in accordance with rule 15 of the rules of procedure of the functional commissions of the Council.

The first meeting of the forty-eighth session was held immediately following the closure of the forty-seventh session, at which point the Commission elected the Chairperson and other members of the Bureau to serve at the forty-eighth and forty-ninth sessions of the Commission.

The membership of the Commission expiring at the end of its forty-eighth through fifty-first sessions is given in annex II to the present document. The membership of the Commission expiring at the end of its forty-ninth through fifty-second sessions is given in annex III.

2. Adoption of the agenda and other organizational matters

Rule 7 of the rules of procedure provides that the Commission shall, at the beginning of each session, after the election of its officers, adopt the agenda for that session on the basis of the provisional agenda.

The provisional agenda and documentation for the forty-eighth session of the Commission were approved by the Council in its decision 2003/237.

Preparations for the forty-eighth session of the Commission were undertaken in accordance with its agreed conclusions 1996/1 on methods of work. Accordingly, the Bureau of the Commission held several meetings as well as consultative briefings with all interested delegations on 15 December 2003 and 13 January 2004 in order to consider the organization and methods of work for the session.

It is expected that time will be set aside for a general debate. To ensure wide participation, it is recommended that individual interventions by Governments, intergovernmental organizations, United Nations entities and non-governmental organizations (NGOs) be limited to 5 minutes, and that interventions on behalf of groups be limited to 10 minutes, as was the case at previous sessions. It was also

recommended at previous sessions that interventions from NGOs, with geographical location being taken into consideration, be integrated into the general debate and that the participation of NGOs in the general debate would be in addition to their participation in each of the panels on the thematic issues.

3. Follow-up to the Fourth World Conference on Women and to the special session of the General Assembly entitled "Women 2000: gender equality, development and peace for the twenty-first century":

(a) Review of gender mainstreaming in organizations of the United Nations system:

Review of methods of work of the Commission on the Status of Women

The General Assembly, in paragraph 46 of its resolution 57/270 B, requested the functional commissions to examine their methods of work in order to better pursue the implementation of the outcomes of the major United Nations conferences and summits, recognizing that there is no need for a uniform approach since each functional commission has its own specificity, while also noting that modern methods of work can better guarantee the review of progress made in implementation at all levels, on the basis of a report with recommendations to be submitted by the Secretary-General to each functional commission and relevant subsidiary bodies of the Economic and Social Council on their methods of work, in accordance with the provisions defined by the respective outcomes and relevant decisions taken by each body, the functional commissions were requested to report to the Council no later than 2005 on the outcome of that examination. The Commission will have before it a report on its methods of work.

Mainstreaming a gender perspective into all policies and programmes in the United Nations system

In section III, paragraph 5, of its resolution 1996/6, the Council requested the Secretary-General to prepare annually, under item 3, a report on measures taken and progress achieved in the follow-up to and implementation of the Beijing Declaration and Platform for Action and the progress achieved in mainstreaming a gender perspective within the United Nations system. This request was most recently reiterated in General Assembly resolution 58/148. The Commission will have before it the report requested.

Comprehensive review and appraisal of the Fourth World Conference on Women and the twenty-third special session of the General Assembly

The Commission will have before it a conference room paper on the comprehensive review and appraisal of the Fourth World Conference on Women and the twenty-third special session of the General Assembly to be held in 2005.

The situation of and assistance to Palestinian women

In its resolution 2003/42 on the situation of and assistance to Palestinian women, the Council requested the Commission on the Status of Women to continue to monitor and take action with regard to the implementation of the Nairobi Forward-looking Strategies for the Advancement of Women, in particular paragraph 260 concerning Palestinian women and children, and the Beijing Platform for Action and the outcome of the twenty-third special session of the General Assembly, and requested

the Secretary-General to continue to review the situation and to assist Palestinian women by all available means and to submit to the Commission at its forty-eighth session a report on the progress made in the implementation of that resolution. The Commission will have before it the report requested.

Situation of women and girls in Afghanistan

In its resolution 2003/43 on the situation of women and girls in Afghanistan, the Council requested the Secretary-General to continue to review the situation of women and girls in Afghanistan and to submit to the Commission at its forty-eighth session a report on progress made in implementation of that resolution. The Commission will have before it the report requested.

The release of women and children taken hostage, including those subsequently imprisoned in armed conflict

In its resolution 46/1, the Commission requested the Secretary-General and all relevant international organizations to use their capabilities and efforts to facilitate the release of women and children taken hostage. It further requested the Secretary-General to prepare, taking into account the information provided by States and relevant international organizations, a report on the implementation of that resolution. The Commission will have before it the report requested.

Joint work plan on the human rights of women

In its resolution 39/5, the Commission requested the Secretary-General to see to the preparation of a joint work plan on the human rights of women for the then Centre for Human Rights and the Division for the Advancement of Women on an annual basis. In its resolution 2003/44, the Commission on Human Rights encouraged the Secretary-General to ensure implementation of the joint work plan, to continue to elaborate the plan, reflecting all aspects of work under way and the lessons learned, to identify obstacles/impediments and areas for further collaboration and to make it available to the Commission on Human Rights at its sixtieth session and to the Commission on the Status of Women at its forty-eighth session. The Commission will have before it the joint work plan.

Improvement of the status of women in the United Nations system

In its resolution 58/144 on the improvement of the status of women in the United Nations system, the General Assembly requested the Secretary-General to provide a verbal update on the implementation of the resolution, including by providing up-to-date statistics on the number and percentage of women in all organizational units and at all levels throughout the United Nations system and gender-segregated attrition rates for all organizational units and at all levels, as well as on the implementation of departmental human resource action plans, in particular for the achievement of gender targets, to the Commission on the Status of Women at its forty-eighth session. The Commission will hear an oral report by the Special Adviser to the Secretary-General on Gender Issues and Advancement of Women on that resolution. The Commission will also have before it the report of the Secretary-General to the fifty-eighth session of the General Assembly on improvement of the status of women in the United Nations system.

Violence against women

In resolution 50/166 on the role of the United Nations Development Fund for Women (UNIFEM) in eliminating violence against women, the General Assembly requested UNIFEM to include in its regular reports information on the establishment of a trust fund in support of national, regional and international actions to eliminate violence against women and to provide such information to the Commission on the Status of Women and the Commission on Human Rights. The Commission on the Status of Women will be provided with such information.

Convention on the Elimination of All Forms of Discrimination against Women

In accordance with article 21.2 of the Convention on the Elimination of All Forms of Discrimination against Women, the reports of the Committee on the Elimination of Discrimination against Women are transmitted to the Commission for its information. The report of the Committee on its twenty-eighth and twenty-ninth sessions and a note transmitting the results of the Committee's thirtieth session (12 January to 30 January 2004) will be before the Commission for its information.

2004 World Survey on the Role of Women in Development

The General Assembly, in its resolution 54/210, requested the Secretary-General to update the *World Survey on the Role of Women in Development* for the consideration of the General Assembly at its fifty-ninth session. In accordance with past practice, a note on the preparations of the world Survey will be presented to the Council through the Commission on the Status of Women.

Programme matters

The Commission has before it for its consideration a note by the Secretary-General on the preparation of the strategic framework for the period 2006-2007. In this connection, attention is drawn to General Assembly resolution 58/269, in which the Secretary-General was requested to prepare for submission to the Assembly at its fifty-ninth session a strategic framework for the biennium 2006-2007, which would comprise in one document part one, a plan outline, and part two, a biennial programme plan, to replace the current medium-term plan for the period 2002-2005.

The Commission is invited to review the proposed biennial programme plan for the subprogramme on gender issues and advancement of women and provide its comments to the Secretary-General. The proposed biennial programme plan, modified as appropriate, will be first submitted to the Committee for Programme and Coordination at its forty-fourth session. Its recommendations thereon will be transmitted to the General Assembly at its fifty-ninth session when it considers the Secretary-General's proposed strategic framework for the biennium 2006-2007.

Documentation

Methods of work of the Commission on the Status of Women (E/CN.6/2004/2)

Report of the Secretary-General on measures taken and progress achieved in the follow-up to and implementation of the Fourth World Conference on Women and the special session of the General Assembly entitled "Women 2000: gender equality, development and peace for the twenty-first century", and in mainstreaming a gender perspective within the United Nations system (E/CN.6/2004/3)

Report of the Secretary-General on the situation of and assistance to Palestinian women (E/CN.6/2004/4)

Report of the Secretary-General on the situation of women and girls in Afghanistan (E/CN.6/2004/5)

Report of the Secretary-General on the release of women and children taken hostage, including those subsequently imprisoned, in armed conflict (E/CN.6/2004/6)

Report of the Secretary-General on the joint work plan of the Division for the Advancement of Women and the Office of the United Nations High Commissioner for Human Rights (E/CN.4/2004/65-E/CN.6/2004/7)

Note by the Secretary-General transmitting information provided by the United Nations Development Fund for Women on the implementation of General Assembly resolution 50/166 (E/CN.6/2004/8)

Note by the Secretariat on the comprehensive review and appraisal of the Fourth World Conference on Women and the special session of the General Assembly entitled "Women 2000: gender equality, development and peace for the twenty-first century" in 2005 (E/CN.6/2004/CRP.2)

Note by the Secretariat transmitting the results of the thirtieth session of the Committee on the Elimination of Discrimination against Women (E/CN.6/2004/CRP.3)

Note by the Secretariat containing a preliminary executive summary of the *2004 World Survey on the Role of Women in Development* (E/CN.6/2004/CRP.4)

Note by the Secretariat on proposals for the Secretary-General's strategic framework for the biennium 2006-2007 (E/CN.6/2004/CRP.5)

Documentation for information

Report of the Secretary-General on improvement of the status of women in the United Nations system (A/58/374)

Report of the Committee on the Elimination of Discrimination against Women on its twenty-eighth and twenty-ninth sessions (A/58/38)

Report of the Secretary-General on the status of the Convention on the Elimination of All Forms of Discrimination against Women (A/58/341)

Note by the Secretary-General on the activities of the United Nations Development Fund for Women (A/58/168)

(b) Emerging issues, trends and new approaches to issues affecting the situation of women or equality between women and men

In its resolution 1996/6, the Council decided that the Commission's agenda would annually include a sub-item 3 (b) on emerging issues, trends and new approaches to issues affecting the situation of women or equality between women and men, and requested the Secretary-General to prepare a report on emerging issues under that sub-item, as appropriate, at the request of the Commission or its Bureau. No report has been requested under this sub-item.

(c) Implementation of strategic objectives and action in the critical areas of concern and further actions and initiatives

High-level round table

In its decision 46/101, the Commission decided that, starting from its forty-seventh session, it would introduce the option of high-level round tables. It authorized the Bureau, after consultation with all interested States through the regional groups, to decide on the number, timing and theme of any such round tables. At an informal meeting on 13 January 2004, the Commission decided that the theme of the high-level round table at the forty-eighth session would be "Gaps and challenges in measuring progress in the context of the review and appraisal of the implementation of the Beijing Platform for Action and the outcome of the twenty-third special session of the General Assembly at the Commission on the Status of Women at its forty-ninth session in 2005". The Commission will have before it, under item 3 (c), a discussion guide on the round table.

Documentation

Discussion guide on the high-level round table. Note of the Bureau (E/CN.6/2004/CRP.1)

Thematic issues

In its resolution 2001/4, the Council decided on the multi-year programme of work of the Commission for the period from 2002 to 2006, including a calendar for considering implementation of strategic objectives and actions in the critical areas of concern and further actions and initiatives. For 2004, the following two themes were identified: "The role of men and boys in gender equality"; and "Women's equal participation in conflict prevention, management and conflict resolution and in post-conflict peace-building". The Commission will have before it two reports of the Secretary-General on these thematic issues, including conclusions and recommendations emanating from expert group meetings that were held on the themes.

Documentation

Report of the Secretary-General on the role of men and boys in achieving gender equality (E/CN.6/2004/9)

Report of the Secretary-General on women's equal participation in conflict prevention, management and conflict resolution and in post-conflict peace-building (E/CN.6/2004/10)

4. Communications concerning the status of women

In its resolution 76 (V), the Council established a procedure by which the Commission would receive and consider communications relating to the status of women. In its resolution 304 I (XI), the Council amended resolution 76 (V) and requested the Secretary-General to compile, before each session of the Commission, a list of confidential and non-confidential communications, containing a brief indication of the substance of each communication.

In its resolution 1983/27, the Council reaffirmed the mandate of the Commission to consider confidential and non-confidential communications on the status of women, and authorized the Commission to appoint a working group to consider such communications and prepare a report thereon for the Commission.

In its resolution 1993/11, the Council reaffirmed that the Commission was empowered to make recommendations to the Council on what action should be taken on emerging trends and patterns of discrimination against women revealed by such communications.

In its decision 2002/235, the Council decided, in order to make the communications procedure of the Commission more effective and efficient:

(a) That the Commission, starting at its forty-seventh session, should appoint, at each session, the members of the Working Group on Communications on the Status of Women for the next session so that the members may meet to enable the secretariat to issue their report three working days before the adoption of the agenda by the Commission;

(b) To request the Secretary-General:

(i) To inform Governments about each communication pertaining to them that will be considered by the Commission and give them at least 12 weeks before the consideration of such communications by the Working Group;

(ii) To ensure that the members of the Working Group receive, in advance, the lists of communications, including replies from Governments, if any, to be taken into account in preparing its reports for examination by the Commission.

In its decision 47/102, the Commission decided to continue consideration of the future work of the Working Group on Communications on the Status of Women and requested the Secretary-General to prepare a report for this purpose, bearing in mind the preliminary discussion that took place at the forty-seventh session of the Commission and seeking the written views of Member States in this regard. The Commission will have before it the report requested.

At the closure of the forty-seventh session, the Commission appointed the members of the Working Group to serve at the forty-eighth session. The Commission will be called upon to appoint, before closure of the forty-eighth session, the members of the Working Group for the forty-ninth session.

Documentation

Report of the Secretary-General on the future work of the Working Group on Communications on the Status of Women (E/CN.6/2004/11 and E/CN.6/2004/11/Add.1)

Note by the Secretary-General transmitting the confidential list of communications concerning the status of women (E/CN.6/2004/SW/Communications List No. 38 and E/CN.6/2004/SW/Communications List No. 38/Add.1)

5. **Follow-up to Economic and Social Council resolutions and decisions**

The Commission will have before it a letter of the President of the Council on follow-up to the Council's policy guidance.

The Council, in its resolution 2001/27, invited its functional commissions to provide concise, action-oriented input to its annual high-level and/or coordination segments. The Commission will have before it a note by the Secretariat as an input to the 2004 high-level segment of the Council on the theme "Resources mobilization and enabling environment for poverty eradication in the context of the implementation of the Programme of Action for the Least Developed Countries for the Decade 2001-2010".

Documentation

Letter dated 31 October 2003 from the President of the Economic and Social Council addressed to the Chairperson of the Commission on the Status of Women (E/CN.6/2004/12)

Note by the Secretariat as an input to the 2004 high-level segment of the Economic and Social Council (E/CN.6/2004/CRP.6)

6. **Provisional agenda for the forty-ninth session of the Commission**

Pursuant to paragraph 3 of Council resolution 1894 (LVII) and in accordance with Council decision 2003/237, the Commission will have before it the draft provisional agenda for its forty-ninth session, with an indication of the documents to be submitted under each agenda item and the legislative authority for their preparation.

7. **Adoption of the report of the Commission on its forty-eighth session**

In accordance with rule 37 of the rules of procedure of the functional commissions of the Council, the Commission shall submit to the Council a report on the work of its forty-eighth session.

Annex I

Proposed organization of work

Date/time	*Agenda item*	*Programme*
Monday, 1 March		Opening of the session
a.m.	2 Adoption of the agenda and other organizational matters	Introduction of reports followed by dialogue
	3 Follow-up to the Fourth World Conference on Women and to the twenty-third special session of the General Assembly entitled "Women 2000: gender equality, development and peace for the twenty-first century"	General debate
p.m.	3 (c) Implementation of strategic objectives and action in the critical areas of concern and further actions and initiatives	High-level round table on the theme: "Gaps and challenges in measuring progress in the context of the review and appraisal of the implementation of the Beijing Platform for Action and the outcome of the twenty-third special session of the General Assembly at the Commission on the Status of Women at its forty-ninth session, in 2005"
Tuesday, 2 March		
a.m.	3 (c) (ii) Women's equal participation in conflict prevention, management and conflict resolution and in post-conflict peace-building	Panel of experts: presentation and dialogue
p.m.	3 (c) (i) The role of men and boys in achieving gender equality	Panel of experts: presentation and dialogue
Wednesday, 3 March		
a.m.	3 (*continued*)	General debate
p.m.	3 (*continued*)	General debate
Thursday, 4 March		
a.m.	3 (*continued*)	General debate
p.m.	3 (a) Review of gender mainstreaming in organizations of the United Nations system	Methods of work of the Commission on the Status of Women
		Review and appraisal of the Beijing Platform for Action and the outcome of the twenty-third special session of the General Assembly entitled "Women 2000: gender equality, development and peace for the twenty-first century"
	4 Future work of the Working Group on Communications on the Status of Women	
	5 Follow-up to Economic and Social Council resolutions and decisions	

Date/time	*Agenda item*	*Programme*
Friday, 5 March		
a.m.	3 (*continued*)	Informal consultations
p.m.	3 (*continued*)	Informal consultations
Monday, 8 March		
a.m.		Observance of International Women's Day: "Women and HIV/AIDS"
noon to 1 p.m.	3 (*continued*)	Informal consultations
p.m.	3 (*continued*)	Informal consultations
Tuesday, 9 March		
a.m.	3 (*continued*)	Informal consultations
p.m.	6 Provisional agenda for the forty-ninth session of the Commission	Introduction of proposals including provisional agenda for the next session
	3 (*continued*)	Informal consultations
Wednesday, 10 March		
a.m.	4 Communications concerning the status of women	Closed meeting to consider the report of the Working Group on Communications
p.m.	3 (*continued*)	Informal consultations
Thursday, 11 March		
a.m.	3 (*continued*)	Informal consultations
p.m.	3 (*continued*)	Action on proposals
	3 (*continued*)	Informal consultations
Friday, 12 March		
a.m.		Action on outstanding issues
p.m.	7 Adoption of the report of the Commission on its forty-eighth session	Adoption of the report
		Closure of the session

Annex II

Membership of the Commission on the Status of Women at its forty-eighth session*

(45 members; four-year term)

Membership	*Conclusion of forty-eighth, forty-ninth, fiftieth and fifty-first sessions, respectively*
Algeria	2007
Argentina	2005
Armenia	2007
Azerbaijan	2005
Belgium	2007
Benin	2004
Bolivia	2007
Botswana	2006
Brazil	2004
Burkina Faso	2006
Canada	2007
China	2004
Chile	2004
Congo	2007
Croatia	2004
Cuba	2006
Denmark	2004
Dominican Republic	2004
Gabon	2006
Germany	2005
Guatemala	2006
Guinea	2005
India	2007
Indonesia	2006
Iran (Islamic Republic of)	2006
Japan	2005
Kyrgyzstan	2004
Malaysia	2005
Malawi	2004
Netherlands	2005
Nicaragua	2006
Nigeria	2007
Pakistan	2005
Peru	2005

Membership	*Conclusion of forty-eighth, forty-ninth, fiftieth and fifty-first sessions, respectively*
Republic of Korea	2006
Russian Federation	2007
South Africa	2006
Sudan	2006
Thailand	2007
Tunisia	2005
Turkey	2007
United Arab Emirates	2006
United Kingdom of Great Britain and Northern Ireland	2005
United Republic of Tanzania	2005
United States of America	2004

[a] Membership expires at the conclusion of the forty-eighth, forty-ninth, fiftieth and fifty-first sessions, in 2004, 2005, 2006 and 2007, respectively, as indicated.

Annex III

Membership of the Commission on the Status of Women at its forty-ninth session[a]

(45 members; four-year term)

Membership	*Conclusion of forty-ninth, fiftieth, fifty-first and fifty-second sessions, respectively*
Algeria	2007
Argentina	2005
Armenia	2007
Azerbaijan	2005
Belgium	2007
Bolivia	2007
Botswana	2006
Burkina Faso	2006
Canada	2007
China	2008
Congo	2007
Cuba	2006
Dominican Republic	2008
El Salvador	2008
Gabon	2006
Germany	2005
Ghana	2008
Guatemala	2006
Guinea	2005
Hungary	2008
Iceland	2008
India	2007
Indonesia	2006
Iran (Islamic Republic of)	2006
Japan	2005
Kazakhstan	2008
Malaysia	2005
Mauritius	2004
Netherlands	2005
Nicaragua	2006
Nigeria	2007
Pakistan	2005
Peru	2005
Republic of Korea	2006

Membership	*Conclusion of forty-ninth, fiftieth, fifty-first and fifty-second sessions, respectively*
Russian Federation	2007
South Africa	2006
Sudan	2006
Suriname	2004
Thailand	2007
Tunisia	2005
Turkey	2007
United Arab Emirates	2006
United Kingdom of Great Britain and Northern Ireland	2005
United Republic of Tanzania	2005
United States of America	2008

[*] Membership expires at the conclusion of the forty-ninth, fiftieth, fifty-first and fifty-second sessions, in 2005, 2006, 2007 and 2008, respectively, as indicated.

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Commission on the Status of Women
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Item 3 of the provisional agenda*
Follow-up to the Fourth World Conference on Women and to the special session of the General Assembly entitled "Women 2000: gender equality, development and peace for the twenty-first century"

Review of the methods of work of the Commission on the Status of Women in the context of integrated and coordinated implementation of and follow-up to the outcomes of the major United Nations conferences and summits in the economic and social fields

Report of the Secretary-General

Summary

The present report is prepared in response to General Assembly resolution 57/270 B, in which the Assembly requested each functional commission to examine its methods of work in order to better pursue the implementation of the outcomes of the major United Nations conferences and summits. The report reviews the methods of work of the Commission on the Status of Women, particularly to enhance the implementation and follow-up of the Beijing Declaration and Platform for Action and the outcome document of the twenty-third special session of the General Assembly, as well as to contribute to the implementation and follow-up of other major United Nations conferences and summits in the economic and social fields. The report concludes with recommendations for further improving the methods of work of the Commission.

* E/CN.6/2004/1.

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I. Introduction

1. The present report has been prepared in response to General Assembly resolution 57/270 B, entitled "Integrated and coordinated implementation of and follow-up to the outcomes of the major United Nations conferences and summits in the economic and social fields", adopted on 23 June 2003. In paragraph 46 of that resolution the Assembly requested each functional commission

> "to examine its methods of work in order to better pursue the implementation of the outcomes of the major United Nations conferences and summits, recognizing that there is no need for a uniform approach since each functional commission has its own specificity, ... on the basis of a report with recommendations to be submitted by the Secretary-General to each functional commission ...; the functional commissions and other relevant bodies of the Economic and Social Council should report to the Council no later than 2005 on the outcome of this examination".

II. Mandates and terms of reference of the Commission on the Status of Women

A. Mandates prior to the Fourth World Conference on Women

2. The Commission on the Status of Women was established as a functional commission of the Economic and Social Council in 1946, by Council resolution 11 (II) of 21 June 1946. In accordance with that resolution and the modifications made in paragraph 1 of Council resolution 48 (IV) of 29 March 1947,

> "The functions of the Commission shall be to prepare recommendations and reports to the Economic and Social Council on promoting women's rights in political, economic, civil, social and educational fields. The Commission shall also make recommendations to the Council on urgent problems requiring immediate attention in the field of women's rights with the object of implementing the principle that men and women shall have equal rights, and to develop proposals to give effect to such recommendations".

3. Following a review of the role of the Commission in 1987, the Economic and Social Council, in paragraph 1 of its resolution 1987/22 of 26 May 1987, expanded the mandate of the Commission to "include the functions of promoting the objectives of equality, development and peace, monitoring the implementation of measures for the advancement of women, and reviewing and appraising progress made at the national, subregional, regional, sectoral and global levels".

B. Follow-up to the implementation of the Beijing Declaration and Platform for Action and the outcome document of the twenty-third special session of the General Assembly

4. Following the Fourth World Conference on Women, held in 1995, the General Assembly, in paragraph 24 of its resolution 50/203 of 22 December 1995, invited the Economic and Social Council "to review and strengthen the mandate of the Commission on the Status of Women, taking into account the Platform for Action as

well as the need for synergy with all other related commissions and conference follow-up, and for a system-wide approach to its implementation". The General Assembly decided in paragraph 25 of that resolution that "the Commission on the Status of Women, as a functional commission assisting the Economic and Social Council, shall have a central role in the monitoring of the implementation of the Platform for Action within the United Nations system and in advising the Council thereon". The Assembly also decided, in paragraph 21 of the resolution, that the Commission, together with the Economic and Social Council and the General Assembly, would constitute a three-tiered intergovernmental mechanism that would play the primary role in the overall policy-making and follow-up, and in coordinating the implementation and monitoring of the Platform for Action, reaffirming the need for a coordinated follow-up to and implementation of the results of major international conferences in the economic, social and related fields.

5. In paragraph 27 of its resolution 50/203, the General Assembly requested the Commission on the Status of Women

> "to develop its multi-year programme of work for the period 1996-2000 at its fortieth session so that it can review the critical areas of concern in the Platform for Action and to consider how it could integrate into its programme of work the follow-up to the Conference and how it could develop its catalytic role in mainstreaming a gender perspective in United Nations activities, taking into account the need for a focused and thematic approach to the review of the Platform for Action and the contribution that can be made by all other functional commissions of the Council".

6. In its agreed conclusions 1996/1, on methods of work for dealing with the implementation of the Platform for Action, the Commission agreed to strengthen its cooperation with other relevant bodies of the United Nations system, including other functional commissions and their respective secretariats, and to monitor progress on the system-wide medium-term plan for the advancement of women, in order to strengthen its capacity to act as a catalyst in support of mainstreaming a gender perspective in the work of the United Nations system, to identify emerging issues, trends and new approaches affecting the situation of women or equality between women and men, and to review and appraise progress achieved and problems encountered in implementation of critical areas of concern in the Platform for Action.

7. At its forty-third session, on 22 July 1996, the Economic and Social Council adopted resolution 1996/6, which contained the multi-year programme of work for the Commission for 1997-2000. In section I, paragraph 1, of that resolution, the Council decided that the Commission should have a catalytic role in mainstreaming a gender perspective into policies and programmes. In section II, paragraph 2, the Council decided that

> "The Commission shall
>
> "(a) Assist the Council in monitoring, reviewing and appraising progress achieved and problems encountered in the implementation of the Beijing Declaration and Platform for Action at all levels, and shall advise the Council thereon;

"(b) Continue to ensure support for mainstreaming a gender perspective in United Nations activities and develop further its catalytic role in this regard in other areas;

"(c) Identify issues where United Nations system-wide coordination needs to be improved in order to assist the Council in its coordination function;

"(d) Identify emerging issues, trends and new approaches to issues affecting the situation of women or equality between women and men that require urgent consideration and make substantive recommendations thereon;

"(e) Maintain and enhance public awareness and support for the implementation of the Platform for Action."

8. In paragraph 1 of its resolution 2001/4 of 24 July 2001, the Council adopted a multi-year work programme for the period 2002-2006, and in paragraph 2 decided that

"the work of the Commission on the Status of Women, as set out in the programme of work, shall be closely related to its mandate and to the relevant provisions of the Platform for Action and the outcome documents of the special session, with a view to ensuring their effective implementation through more practical and action-oriented initiatives and outcomes. To achieve effective implementation, the work of the Commission should take into account relevant cross-cutting issues, such as institutional capacity-building".

III. Working methods of the Commission on the Status of Women: enhancement of the follow-up to the implementation of the Beijing Platform for Action and the outcome document of the twenty-third special session of the General Assembly

9. The General Assembly, in paragraph 47 of its resolution 57/270 B, underscored that "the functional commissions, when mandated, should continue to have the primary responsibility for the review and assessment of progress made in implementing United Nations conference documents, while taking on a new focus on their methods of work".

10. The Commission on the Status of Women has continually reviewed and revised its methods of work to allow it to assume its role as the central intergovernmental body responsible for follow-up to United Nations world conferences on women, including most recently the Fourth World Conference on Women (1995) and the twenty-third special session of the General Assembly, entitled "Women 2000: gender equality, development and peace for the twenty-first century" (2000).

11. Innovations in relation to the working methods of the Commission have been introduced over the past decade and are outlined below.

A. Multi-year programme of work

12. Since 1987 (see Economic and Social Council resolution 1987/24 of 26 May 1987), the Commission has developed multi-year programmes of work on the basis of selected priority themes. In 1987, the Council endorsed the priority themes for the following five sessions of the Commission, with the first priority theme being considered by the Commission at its thirty-second session, in 1988.

13. In accordance with Economic and Social Council resolution 1998/46 of 31 July 1998, annex II, paragraph 2, the Commission developed its most recent multi-year work programme for 2002-2006. The increased focus in the 1990s on integrated and coordinated follow-up to global conferences and summits has influenced the development of the multi-year programmes of work of the Commission.

B. Panel discussions and round tables

14. Panel discussions were initiated in the Commission on the Status of Women in 1997 as a response to agreed conclusions 1996/1, adopted at its fortieth session, on methods of work for dealing with the implementation of the Platform for Action adopted by the Fourth World Conference on Women. The panels for each of the thematic issues examined by the Commission in the context of the multi-year programme of work should include experts appointed by the Secretary-General, experts working within the United Nations system and experts from Governments and from civil society in accordance with paragraph 6 of those agreed conclusions. Efforts have been made to strengthen the focus on implementation and to make the panels more interactive.

15. In accordance with paragraph (a) of its decision 46/101, the Commission organized for the first time a high-level round table during its forty-seventh session to provide an opportunity for dialogue and exchange of views and experiences among high-level representatives from capitals and to enhance the emphasis in the Commission on implementation and impact at the national level. The high-level round table focused on national experience in institutional capacity-building, in particular in relation to the two themes examined by the Commission at its forty-seventh session — media and information and communication technologies, and human rights of women and violence against women. During and following the high-level round table, Member States welcomed the Bureau's initiative and expressed appreciation for the opportunity to share experiences in an interactive dialogue. The Bureau was encouraged to continue the practice of organizing high-level round tables and to investigate possible means of making them more interactive, including by providing clearer guidance on purpose and approach.

C. Election of the Bureau

16. The Council, in paragraph (a) of its decision 2002/234 of 24 July 2002, decided that the election of the Bureau would immediately follow the closure of the session of the Commission rather than take place at the beginning of the following session, in order to foster continuity and more effective preparatory processes.

D. Interaction with other functional commissions

17. Representatives of the Bureau of the Commission on the Status of Women have participated in a number of joint Bureau meetings organized by the Bureau of the Economic and Social Council. Most recently, the Chair of the Commission on the Status of Women attended the meeting of the chairpersons of the functional commissions with the Council on 17 July 2003, during the substantive session of the Council in Geneva. The focus of the panel was on means of increasing collaboration and interaction between the functional commissions.

18. Since 1998, the Chairperson of the Commission on the Status of Women has annually participated in the work of and addressed the Commission on Human Rights. The results of the work of the Commission on the Status of Women of particular relevance to the work of the Commission on Human Rights, such as its adopted agreed conclusions, are transmitted to the Chairperson of the latter Commission for its attention (see E/2000/85). For the first time, during the forty-seventh session of the Commission on the Status of Women, in 2003, the Chair of the Commission on Human Rights and the United Nations High Commissioner for Human Rights were invited to address the Commission on the Status of Women. Two teleconferences have been held by the Bureaux of the Commission on the Status of Women and of the Commission on Human Rights, on 16 November 1999 and 21 June 2001.

E. Gender mainstreaming

19. In response to Economic and Social Council resolution 1996/6, the Commission plays a catalytic role in facilitating and monitoring gender mainstreaming in policies and programmes of the United Nations system. In its catalytic role for gender mainstreaming, the Commission has submitted its outcomes to other functional commissions and bodies of the United Nations system. For example, the agreed conclusions on women's participation in and access to the media, and information and communications technologies and their impact on and use as an instrument for the advancement and empowerment of women, adopted at the forty-seventh session of the Commission, were submitted to the World Summit on the Information Society, held in Geneva from 10 to 12 December 2003. The agreed conclusions on environmental management and the mitigation of natural disasters and on eradicating poverty, including through the empowerment of women throughout their life cycle in a globalizing world, adopted at the forty-sixth session of the Commission, were submitted to the World Summit on Sustainable Development, held in Johannesburg from 26 August to 4 September 2002, and to the International Conference on Financing for Development, held in Monterrey from 18 to 22 March 2002, respectively. The agreed conclusions on gender and all forms of discrimination, in particular racism, racial discrimination, xenophobia and related intolerance, adopted at the forty-fifth session of the Commission, were submitted to the World Conference against Racism, Racial Discrimination, Xenophobia and Related Intolerance held in Durban from 31 August to 7 September 2001.

IV. Recommendations for future development of the working methods of the Commission on the Status of Women

20. **The following recommendations are proposed for submission by the Commission on the Status of Women to the Economic and Social Council, to enhance and improve the working methods of the Commission in the context of integrated and coordinated implementation of and follow-up to the outcomes of the major United Nations conferences and summits in the economic and social fields:**

(a) **The Commission may wish to further develop its focus on implementation and practical outcomes and develop means to ensure that the outcomes of its examination of thematic issues, in follow-up to the Beijing Declaration and Platform for Action and the outcome of the twenty-third special session of the General Assembly, contain significant policy developments and concrete recommendations for action;**

(b) **The Commission could enhance its focus on interactive and action-oriented expert panel discussions and high-level round tables to facilitate increased implementation of policy recommendations at the national, regional and global levels;**

(c) **In the context of the development of a future multi-year programme of work (the current multi-year work programme covers 2002-2006), the Commission may wish to develop ways and means to more effectively incorporate emerging issues, which need to be introduced on an ad hoc basis. This is important both for ensuring adequate attention to critical issues that are not envisaged in the adopted programme of work and for supporting the catalytic work on gender mainstreaming by allowing the Commission to more effectively contribute to the work programmes of other functional commissions and entities of the United Nations system;**

(d) **The Commission should develop ways to ensure a close linkage between the implementation of the Beijing Platform for Action and the outcome of the twenty-third special session of the General Assembly and the implementation of the Millennium Declaration and the Millennium Development Goals, to ensure full integration of gender perspectives, and should also consider ways to contribute to the development of the major event proposed in paragraph 75 of General Assembly resolution 57/270 B;**

(e) **The Commission should further develop approaches to strengthen the linkages with other functional commissions, including through increased collaboration with the bureaux and substantive secretariats, particularly in the context of integrated and coordinated implementation of and follow-up to the outcomes of the major United Nations conferences and summits in the economic and social fields. The Commission should follow, in particular, developments relating to working methods within other functional commissions of the Economic and Social Council, in accordance with paragraph 46 of General Assembly resolution 57/270 B;**

(f) **In accordance with paragraph 52 of General Assembly resolution 57/270 B, in which the Assembly invited "the United Nations regional commissions in collaboration with other regional and subregional organizations**

and processes, as appropriate, to contribute, within their mandates, to the review of progress made in the implementation of and follow-up to the outcomes of the major United Nations conferences and summits", the Commission may wish to develop ways and means of increasing the contributions of the regional commissions in the work of the Commission, and in particular in the review and appraisal of the implementation of the Beijing Declaration and Platform for Action and the outcome of the twenty-third special session of the General Assembly, during its forty-ninth session;

(g) Pursuant to paragraph 48 of General Assembly resolution 57/270 B, in which the Assembly invited "the functional commissions to consider, in their deliberations, the experience gained and lessons learned by the United Nations funds and programmes in the implementation of the outcomes of the major United Nations conferences and summits", the Commission may wish to develop ways and means to encourage increased involvement by the entities of the United Nations system, particularly to enhance its catalytic and monitoring focus on gender mainstreaming;

(h) In accordance with paragraph 72 of General Assembly resolution 57/270 B, in which the Assembly underscored the importance of United Nations conferences and summits in "raising awareness, mobilizing political will and public opinion, engaging civil society and the private sector and for taking stock of the implementation of the outcomes of the major United Nations conferences and summits by all relevant stakeholders at all levels", the Commission may wish to encourage further active participation of all stakeholders in expert panel and round-table discussions in order to continue to enhance the exchange of good practices, lessons learned and obstacles encountered in the context of the implementation of the Beijing Platform for Action and the outcome document adopted by the twenty-third special session of the General Assembly;

(i) Innovative means of supporting and monitoring gender mainstreaming, particularly in the context of promoting integrated and coordinated implementation of and follow-up to the outcomes of the major United Nations conferences and summits in the economic and social fields, should be sought.

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Follow-up to the Fourth World Conference on Women and to the special session of the General Assembly entitled "Women 2000: gender equality, development and peace for the twenty-first century"

Measures taken and progress achieved in the follow-up to and implementation of the Fourth World Conference on Women and the special session of the General Assembly entitled "Women 2000: gender equality, development and peace for the twenty-first century", especially in mainstreaming gender perspectives in entities of the United Nations system

Report of the Secretary-General**

Summary

The present report assesses the implementation of the gender mainstreaming strategy within the United Nations system, based on inputs received from United Nations entities as well as the work of the Special Adviser on Gender Issues and Advancement of Women and the Inter-Agency Network on Women and Gender Equality. As requested by the Commission in its resolution 47/2, the report addresses some of the remaining gaps in policy frameworks and institutional mechanisms for gender mainstreaming, and in incorporating gender perspectives into programme activities.

* E/CN.6/2004/1.

** The document was submitted late to conference services without the explanation required under paragraph 8 of General Assembly resolution 53/208 B, by which the Assembly decided that if a report is submitted late, the reason should be included in a footnote to the document.

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Introduction

1. The Fourth World Conference on Women in Beijing in 1995 endorsed gender mainstreaming as a strategy for promoting equality between women and men. Governments and the United Nations made commitments to consider the realities of women and men and the potential impact of planned activities on both women and men before any decisions were taken. Implementing the mainstreaming strategy within the United Nations system itself, and supporting the implementation of the strategy by Member States, is one of the most important means for the United Nations to further the advancement of women and promote gender equality throughout the world.

2. Gender mainstreaming entails bringing gender perspectives to the centre of attention in all areas of societal development (economic, political and social) and in all types of activities. This involves identifying and addressing relevant gender perspectives in data collection and research, analysis, legislation, policy development, the development of projects and programmes, as well as in training and other institutional development activities. Mainstreaming can reveal a need for changes in goals, strategies and activities to ensure that both women and men can influence, participate in and benefit from development processes. It can require changes within organizations — in approaches, structures, procedures and organizational cultures — to create organizational environments which are conducive to the promotion of gender equality.

3. The General Assembly, in its resolution 57/182 of 18 December 2002, called upon entities of the United Nations system, within their respective mandates, to take effective action to achieve full and effective implementation of the Beijing Declaration and Platform for Action and the outcome of the twenty-third special session of the Assembly, and to promote an active and visible policy of mainstreaming a gender perspective, including through the work of the Division for the Advancement of Women and of the Office of the Special Adviser on Gender Issues and Advancement of Women and the maintenance of gender units and focal points. The Assembly also reaffirmed that the Commission on the Status of Women would continue to play a central role in that regard, and encouraged Governments and relevant actors of the United Nations system and civil society to continue to support the work of the Commission.

4. The Commission on the Status of Women, in its resolution 47/2,[1] with a view to providing critical input towards the review of implementation of the Economic and Social Council agreed conclusions 1997/2 on gender mainstreaming in 2004,[2] requested the Secretary-General to provide an assessment of the remaining gaps in frameworks for gender equality policies and strategies and the mainstreaming of gender perspectives into all policies and programmes of the entities of the United Nations, and proposals for addressing these gaps; an assessment of the role and effectiveness of existing institutional mechanisms with a view to effecting their increased use in delivering the desired outcomes on gender equality; an overview of monitoring mechanisms for gender mainstreaming currently in place in the entities of the United Nations system; an assessment of the impact of policies and strategies designed to enhance attention to gender perspectives in all policies and programmes of the United Nations system; and an assessment of the most pertinent gaps in sex-disaggregated data and gender-specific information across all policy and programme areas.

5. The present report, submitted in response to the above resolution, outlines progress in gender mainstreaming within the United Nations system.[3] There have been many achievements since consistent efforts to implement gender mainstreaming began in 1995, but gaps in implementation remain. The report is based on an analysis of inputs received from United Nations entities[4] and the findings of the work of the Office of the Special Adviser on Gender Issues and Advancement of Women and the Inter-Agency Network on Women and Gender Equality. The report analyses progress made and highlights remaining gaps and challenges. It does not provide a comprehensive overview, but gives some examples of good practice. The report suggests further measures which the Commission on the Status of Women may wish to recommend to enhance implementation and impact of the gender mainstreaming strategy.

I. Inter-agency support for gender mainstreaming

6. The Inter-Agency Network on Women and Gender Equality (IANWGE), chaired by the Special Adviser to the Secretary-General on Gender Issues and Advancement of Women, plays a critical role in the promotion, support and monitoring of gender mainstreaming throughout the United Nations system. The network of gender specialists and focal points brings together representatives of more than 60 United Nations bodies to share experiences and good practice on gender mainstreaming. An annual workshop on gender mainstreaming is organized by the Network for its members. Through a system of task forces, the Network has been able to contribute effectively to the development of methodologies for gender mainstreaming in different areas, such as programme budgets, financing for development, information and communication technologies (ICTs), peace and security, and Common Country Assessments and United Nations Development Assistance Frameworks (CCA/UNDAFs).

7. In 2003, a number of new task forces were established which focus on gender mainstreaming. The Gender and Water Task Force, chaired by the Division for Sustainable Development of the Department of Economic and Social Affairs, consists of both water and gender focal points from 13 United Nations funds and programmes and 4 non-United Nations entities. It focuses on mainstreaming in the work of the Millennium Project Task Force on Water and Sanitation and in the follow-up to the World Summit on Sustainable Development, including in the sessions of the Commission on Sustainable Development. The Task Force on Gender and Trade, chaired by the United Nations Conference on Trade and Development (UNCTAD) and consisting of 16 United Nations entities, as well as the Commonwealth Secretariat and the Gender Equality Network of the Organisation for Economic Cooperation and Development Assistance Committee (OECD/DAC), sensitizes policy makers and promotes gender perspectives in national and international policies, global economic processes and trade agreements.

8. The Task Force on Gender and Millennium Development Goals, chaired by the United Nations Development Programme (UNDP) and the World Bank, cooperated with the OECD/DAC Gender Equality Network and the Multilateral Development Bank Working Group on Gender in organizing a Workshop on Gender Equality and the Millennium Development Goals in Washington, D.C. in November 2003. The Task Force on Gender and ICT, chaired by the International Telecommunication Union (ITU), made contributions to preparations for the World Summit on the

Information Society in December 2003. The task force compiled a compendium of past, current and planned projects on gender and ICTs within the United Nations system.

9. A number of other inter-agency bodies have striven to bring greater attention to gender perspectives in their work. The United Nations Development Group working group on CCA/UNDAF quality assurance included gender as an indicator for success in the quality support and assurance system and in the revised CCA/UNDAF guidelines. The Inter-Agency Standing Committee's (IASC) Task Force on Gender and Humanitarian Response, co-chaired by the United Nations Children's Fund (UNICEF) and the World Food Programme (WFP), commissioned a study on the incorporation of gender issues into the consolidated appeals processes. The plan of action prepared by the IASC Task Force on Protection from Sexual Exploitation and Abuse in Humanitarian Crises, co-chaired by the Office for the Coordination of Humanitarian Affairs and UNICEF, formed the basis for the Secretary-General's bulletin of October 2003[5] on special measures for protection from sexual exploitation and sexual abuse.

10. At an inter-agency and expert meeting on the Millennium Development Goals indicators, jointly organized by the Statistics Division of the Department of Economic and Social Affairs and UNDP in November 2003, suggestions were put forward for the improvement of indicators to monitor gender equality. The Inter-Agency Coordination Group on Mine Action is developing guidelines for integrating gender dimensions in mine-action programmes.

11. Many entities are also involved in other inter-agency activities as members of gender networks or ad hoc thematic groupings, including country theme groups. With support from the United Nations Joint Programme on HIV/AIDS (UNAIDS), the Global Coalition on Women and AIDS was launched by an informal grouping of United Nations organizations, Governments, bilateral agencies, NGOs and others seeking to collaborate on innovative efforts to assist women in mitigating the effect of HIV/AIDS on their daily lives. The Inter-Agency Task Team on Gender and AIDS[6] focuses on improved coordination of policies and has updated the UNAIDS Resource Packet on Gender and AIDS as a reference and guide.

II. Policy and strategy frameworks for gender equality

A. Gender equality policies and strategies

12. The majority of United Nations entities have policies and/or strategies for gender equality which use gender mainstreaming as the major approach for achieving their goals. Many were developed in connection with the Fourth World Conference on Women in 1995 or its follow-up, the twenty-third special session of the General Assembly in 2000. Several United Nations entities have developed new policies and strategies or revised existing ones in recent years. Entities also stressed that the Economic and Social Council agreed conclusions 1997/2 on gender mainstreaming continue to provide an important additional framework.

13. Examples of gender equality frameworks include the Gender Mainstreaming Implementation Framework for 2002-2007 in the United Nations Educational and Cultural Organization (UNESCO) and the Plan of Action 2003-2006 on

Mainstreaming a Gender Perspective in the International Fund for Agricultural Development (IFAD) Operations.

14. In a number of entities, gender equality policies or strategies were developed in the context of the preparation of medium-term plans or programme budgets. The WFP Gender Policy 2003-2007 was incorporated into the organization's most important planning tools: the Strategic Plan 2004-2007 and the Management Plan 2004-2005. The Gender and Development Plan of Action in the Food and Agriculture Organization of the United Nations (FAO) was updated in 2003, in the context of the preparation of the medium-term plan for 2002-2007, through a process of consultation with other divisions within the organization.

15. Some newly developed or revised gender equality policies include implementation tools and methodologies, as well as monitoring mechanisms. Some entities have also developed implementation or action plans for existing gender equality policies and strategies. The IFAD new plan of action on gender mainstreaming in IFAD operations contains 25 activities and time-bound indicators to measure progress and to ensure institutional accountability. IFAD is finalizing new baseline surveys for its gender plan of action to establish benchmarks against which future targets can be set. Prepared in the context of the medium-term programme framework 2004-2007, the gender policy of the United Nations Industrial Development Organization (UNIDO) provides a framework for gender mainstreaming and specific recommendations for implementation through the development of tools and methodologies.

16. Involvement of staff in the development of strategies and action plans increases ownership and the capacity for implementation. The Department for Disarmament Affairs developed a Gender Action Plan in 2003, through a consultative process. The Office for the Coordination of Humanitarian Affairs is developing an action plan using a similar methodology.

17. High-level endorsement of gender equality policies and organizational commitment to the gender mainstreaming strategy has proved to be an effective means of facilitating implementation. Following the revision of the gender policy in the United Nations Fund for Human Settlements (UN-Habitat) in 2002, the Governing Council of the United Nations Human Settlements Programme, at its nineteenth session (May 2003), adopted resolution 19/16 on women's role and rights in human settlements development and slum upgrading as further guidance on gender mainstreaming. UNCTAD noted progress in gender mainstreaming following the recommendation of the Commission on Enterprise, Business Facilitation and Development of the Trade and Development Board for the mainstreaming of gender perspectives in all areas of work.

18. Experience has shown that the existence of a clear policy and action plan for gender equality facilitates attention to gender perspectives in the policy and operational work of organizations. Gender equality policies and action plans indicate the commitment of top management within an organization to gender equality. Policies and action plans on gender equality which explicitly outline the importance of gender perspectives for the work of organizations serve to highlight goals and targets, give clear guidance and establish measures of good performance and provide critical impetus for professional staff to take on responsibility for incorporating gender perspectives in their day-to-day work.

19. Gender equality policies and strategies in United Nations entities have increased the level of staff awareness, including among senior managers, and provided a necessary framework for gender mainstreaming into programmes. There remain, however, gaps in implementation which need to be addressed.

20. A number of important lessons have been learned on ways by which policies on gender equality can facilitate effective gender mainstreaming. The goal of gender equality has to be placed in the context of the overall goals of the organization, clearly outlining the linkages between gender perspectives and the work of the organization and the implications for policy and programme development. Roles, responsibilities, including for managers at all levels, and accountability mechanisms should be explicitly defined, together with the institutional arrangements, including gender specialist resources and capacity-building approaches. A concise "road map" for gender equality should be further elaborated in an action plan which outlines clear, measurable goals for all areas of activity, with time frames and indicators for monitoring and evaluation.

B. Gender mainstreaming in overall organizational policies and sectoral policies/strategies

21. Efforts have been made in many entities to incorporate gender perspectives into overall organizational policies and sectoral policies/strategies, as well as in budgetary frameworks. Some good practice examples exist, which are outlined below.

22. The Office for the Coordination of Humanitarian Affairs has developed a policy framework, including an aide-memoire on protection of civilians, containing a specific section on women and war. The second UNDP multi-year funding framework, 2004-2007 identifies the promotion of gender equality as one of five key drivers of development effectiveness.

23. In the new operational priorities: guidelines for the medium-term, adopted by the United Nations Office on Drugs and Crime, one of three essential guiding principles relates to gender sensitivity by taking into account the diverse roles played by men and women in illicit drug-related activities and as agents for change. The 2004-2005 programme of work of the United Nations Environment Programme emphasizes the empowerment of women in environmental decision-making and gender mainstreaming in environmental protection and sustainable development activities.

24. In its medium-term strategy for 2002-2007, UNESCO stipulated the necessity to mainstream gender perspectives into planning, programming, implementation and evaluation activities in all areas of competence of the organization. In implementing its medium-term strategic plan, UNICEF uses a new strategic framework in its programmes: the Addressing and Involving Men framework. In its medium-term plan for 2002-2007, FAO identified gender mainstreaming as one of the 16 priority areas for interdisciplinary action. The International Labour Organization (ILO) programme and budget 2004/05 adopted gender equality as one of its operational objectives and as a cross-cutting issue in four strategic objectives (rights at work, employment, social protection and social dialogue).

25. ITU incorporated gender perspectives into its ITU-D (Development sector) Strategic and Action Plan and the work of the new task force on ICTs. Within the framework of its Integrated Programme, UNIDO identified the root causes of constraints that women entrepreneurs face, in order to address them at the policy level. The Education and Social and Human Sciences sectors in UNESCO developed specific sector policies and strategies, on the basis of which the programme budget for 2004-2005 will be implemented.

26. Within the Secretariat, attention to gender mainstreaming has been included in the instructions prepared by the Department of Management for programme budgets beginning with the biennium 2000-2001. In the context of an inter-agency project, 14 entities within the Secretariat and the system focused on gender mainstreaming in programme budget processes, in the context of work undertaken by the Inter-Agency Network on Women and Gender Equality, which led to increased attention to gender perspectives in the most recent budget documents.

27. In support of the policy-making work of substantive commissions of the Economic and Social Council,[7] divisions in the Department of Economic and Social Affairs incorporated gender perspectives into their work, including in follow-up to the major conferences and summits in the economic and social field. For example, in 2003, the Division for Social Policy and Development specifically addressed gender perspectives in follow-up to the Madrid International Plan of Action on Ageing.[8]

28. The linkages between gender equality policies and strategies and overall organizational goals and priorities are not always clearly established, resulting in neglect of gender equality as a development goal in organizational policies. Little has been achieved across the system in terms of systematically ensuring adequate attention to gender perspectives in sector policies and strategies. Without a specific link at the sector policy and strategy level, it is difficult to provide a consistent focus on gender perspectives at the operational level. Further work is needed in incorporating gender perspectives into medium-term plans and programme budgets.

III. Gender mainstreaming in programme activities

29. United Nations entities have made considerable efforts to mainstream gender perspectives in the planning, implementation and monitoring of projects and programmes, as well as other activities. Entities have worked at the operational level to draw attention to gender perspectives in data collection, research and analyses and training activities undertaken across the system. A selective overview of the diverse interventions is presented below. Further examples can be found in the gender mainstreaming kits prepared for the Economic and Social Council in 2002.[9]

30. In 2003, the Department for Disarmament Affairs included gender issues in the agenda of a conference on the illicit trade of small arms and light weapons in all its aspects in south-eastern Europe, organized in cooperation with the Organization for Security and Cooperation in Europe. The Department also held a panel discussion on "Making disarmament more effective: men and women working together". The Electoral Assistance Division of the Department of Political Affairs strove to increase the participation of women in electoral and political processes in Afghanistan, Jordan, Nigeria, Pakistan, Timor-Leste and Yemen. In some 20 countries in crisis, the Office for the Coordination of Humanitarian Affairs increased

attention to gender issues in the Common Humanitarian Action Plan and the Consolidated Appeal Process.

31. Peace operations under the Department of Peacekeeping Operations, including the United Nations Interim Administration Mission in Kosovo (UNMIK), the United Nations Mission of Support in East Timor (UNMISET), and the United Nations Organization Mission in the Democratic Republic of the Congo (MONUC) mainstreamed gender perspectives into the work of sectoral ministries and ensured the participation of women in political processes, self-government, reconstruction and recovery, legal and law enforcement reforms, transitional justice processes, civil society activities, media, health, education and humanitarian programmes. This has been especially effective in the four missions with gender advisers. UNMIK, for example, worked with municipal gender officers in assisting local authorities in socio-economic policy-making and budget processes; UMISET endeavoured to include a gender perspective in the institution-strengthening activities undertaken by the Policia Nacional de Timor-Leste; and MONUC strove to ensure the inclusion of gender perspectives in the work of the newly established Truth and Reconciliation Commission.

32. The Department of Public Information of the Secretariat included a gender perspective in its thematic programmes and regular information products, in particular, for the 2003 International Year of Freshwater and the World Summit on the Information Society. Furthermore, gender aspects were incorporated in its outreach tools, such as the United Nations radio programmes, the News and Media Division, the *UN Chronicle* publication, the "United Nations in Action" videos and the departmental web site.

33. The Treaty Section of the Office of Legal Affairs promoted treaties impacting on the trafficking of women and children in the framework of the annual treaty event in 2003, which focused on treaties against transnational organized crime and terrorism. The United Nations Population Fund (UNFPA), in response to Security Council resolution 1325 (2000), organized a consultative meeting on the impact of conflict on women and girls with the aim of promoting the mainstreaming of gender perspectives in UNFPA operations in emergency and post-conflict situations.

34. The Economic and Social Commission for Asia and the Pacific (ESCAP) organized national summits in Pakistan, the Philippines and Sri Lanka to raise awareness of the importance of gender mainstreaming in local governance and promote women's increased participation and representation in local government.

35. The 2003 economic survey of Europe, prepared by the Economic Commission for Europe (ECE), includes an analysis of gender-specific labour market adjustments in Eastern Europe and the Commonwealth of Independent States. The recent study by the Economic Commission for Latin America and the Caribbean (ECLAC), "Social Panorama of Latin America 2002-2003", contains a specific chapter on poverty and gender. The annual UNCTAD flagship e-commerce and development report in 2002 introduced a chapter on gender, e-commerce and development. Gender perspectives are also integrated into three recent publications by the United Nations University focusing on African institutional reform, post-conflict peace-building in Africa, and inequality and social structures in economies in transition.

36. ITU organized regional seminars on gender and ICT to promote awareness and knowledge within the telecommunication industry at national and regional levels. In

the area of HIV/AIDS, UNDP promoted institutional capacities for the advancement of women in crisis situations and the protection of women's rights in post-conflict situations, and incorporated gender perspectives in field manuals and its operations on landmines, disarmament, demobilization and recovery. UNICEF promoted strategies for working with parents and guardians to reduce the vulnerability of young women and girls to HIV. UNAIDS designated "Women and AIDS" as the theme for World AIDS Day in 2004.

37. In the context of the United Nations Literacy Decade, the first two years of which are dedicated to gender and literacy, UNESCO is exerting efforts to eliminate gender disparities in access to primary and secondary education by 2005. The United Nations Development Fund for Women (UNIFEM) supported gender-responsive budgeting initiatives in 20 countries, resulting in some cases in increased allocation of resources. The United Nations Research Institute for Social Development (UNRISD) mainstreams gender perspectives into five research programmes as a cross-cutting theme. In the area of governance, programmes to enhance women's participation in decision-making and community development were developed by the United Nations Volunteers in Albania, Rwanda, and Kyrgyzstan. When reviewing proposals for technical cooperation projects, the International Civil Aviation Organization pays particular attention to gender perspectives in relation to human resources and training.

38. The existence of strong gender equality policies with an explicit commitment to gender mainstreaming supports the incorporation of gender perspectives at the programme level. For example, five regional offices of ILO have developed policy statements and strategies based on the mainstreaming strategy for the ILO Decent Work Agenda.

39. The lack of attention to gender perspectives in existing mechanisms and instruments, such as poverty reduction strategy papers, CCA/UNDAFs, national human development reports and Millennium Development Goal country reports, hinders attention to gender equality at programme level.[10] A recent joint International Monetary Fund (IMF)/World Bank analysis of progress in implementing poverty reduction strategy papers[11] revealed that while most do address gender issues, the attention is often limited to health and education programmes. Gender issues need to be incorporated more systematically into all existing planning mechanisms and instruments.

40. Gender analysis, a critical instrument for gender mainstreaming, is not systematically utilized within United Nations entities, and this hinders implementation. Gender equality perspectives should be an integrated part of all existing analyses, such as country analyses or poverty analyses, carried out as part of the identification, preparation, implementation and monitoring of interventions.

41. While many programmes and activities have increasingly supported the overall goal of gender equality through gender mainstreaming, attention to gender perspectives remains overly dependent on the awareness, commitment and capacity of individual staff members and experts, rather than on clearly articulated organizational priorities. Other challenges include lack of institutional accountability for gender mainstreaming, weak monitoring mechanisms and the difficulties in implementing gender equality policies and strategies on the ground in highly complex organizations with a multitude of implementing partners.

IV. Institutional mechanisms

42. United Nations entities have established institutional mechanisms to support the implementation of gender mainstreaming, including specialist resources, capacity-building activities, monitoring mechanisms, methodologies and tools, and statistics and indicators. A selective overview of developments in institutional mechanisms is provided below.

A. Specialist resources

43. Many United Nations entities have established gender units or gender specialist advisers. Some have also appointed gender task forces or established networks of gender focal points (non-specialists assigned to spend part of their time on catalysing and monitoring progress in gender mainstreaming) both at headquarters and in the field. The mandates, access to decision-making processes, support from high levels and resource allocations of these experts and focal points vary considerably across the United Nations system.

44. The Office of the United Nations High Commissioner for Human Rights (OHCHR) provides an example of a comprehensive institutional mechanism to support gender mainstreaming. Since 2001, a full-time Gender Coordinator, with specifically earmarked funding, facilitates the work of a network of gender focal points, consisting of staff members who add this function to existing responsibilities. More than one third of the members of the network are middle- to senior-level staff and there is an increased number of men in the network. The Department of Gender and Women's Health in the World Health Organization (WHO) has a central role in promoting gender mainstreaming both within the organization and in country programmes. A senior-level cross-organizational Gender Task Force has been appointed to oversee the implementation of the gender policy. There are also gender focal points in different departments across the organization. All six of the regional offices have at least one gender focal point and a number of country offices also have gender focal points with budgets. In UN-Habitat, the Chief of the Gender Mainstreaming Unit is a member of the Senior Management Board, which provides strategic access to information and decision-making processes.

45. A number of large peacekeeping missions under the Department of Peacekeeping Operations deploy specialist resources, among them UNMIK, MONUC and UNMISET. In 2003, the Economic and Social Commission for Western Asia (ESCWA) established a Centre for Women.

46. The Office for the Coordination of Humanitarian Affairs and UN-Habitat have established gender task forces. UNIDO and UNESCO have established networks of gender focal points. Some entities have also established external advisory groups to support their work. The International Atomic Energy Agency established an International Advisory Group for Gender Issues. An External Gender Consultative Group also provides support to the Gender and Development Adviser at the World Bank.

47. Although the mainstreaming strategy requires a shift of responsibility for promoting gender equality from specialists to all personnel, especially at management levels, this does not imply that gender specialists are no longer required. The need for specialist support can be increased with the implementation

of the mainstreaming strategy, particularly during initial periods. Effective roles for gender specialists require adequate allocation of resources, clear mandates and strategic location within organizations. Specialists require in particular the strong support of senior management.

48. Responsibility for gender mainstreaming should not be restricted to gender specialists in organizations. Gender specialists should catalyse, advise and support the efforts of others. To ensure that responsibility for gender mainstreaming is assumed by all Professional staff, it is important for the responsibilities of different categories of staff to be clearly defined and accountability measures established.

49. Specialist expertise within most United Nations entities should be strengthened, including by ensuring adequate human and financial resources. Increased involvement of men as specialists and focal points should be promoted. Enlisting political commitment at the highest level within entities and strengthening the role of senior managers in assuming leadership for gender mainstreaming is critical for ensuring accountability.

B. Capacity-building

50. Many United Nations entities recognize the value of capacity-building programmes for developing knowledge, commitment and skills to gender mainstreaming among staff and in partner institutions. A wide variety of training programmes has been developed, including general training on gender mainstreaming as well as training tailored for specific sectors. Diverse approaches to capacity development have also been established, including traditional training programmes and more tailored consultative processes. Guidelines, tools and action plans or strategies are also developed with the active involvement of participants as a competence development process. Training materials covering a wide range of sectors and issues have been developed throughout the system.

51. The Office of Human Resources Management provides resources for gender-mainstreaming training in departments within the Secretariat. The Department of Economic and Social Affairs organized training on gender mainstreaming for Professional staff from all its divisions, through a collaboration between the Office of the Special Adviser on Gender Issues and of Advancement of Women, the Division for the Advancement of Women and the Office of Human Resources Management. Gender-mainstreaming training has also been provided in a large number of other United Nations entities, including the Department of Peacekeeping Operations, the Department of Political Affairs, ESCWA, ESCAP and the United Nations Office at Vienna (UNOV). FAO organized briefing seminars on its Gender and Development Plan of Action at all regional offices and consolidated the network of divisional focal points through training. As a result of a training workshop on gender mainstreaming in budgeting, the new UNFPA coding system is more gender-sensitive.

52. The Office for the Coordination of Humanitarian Affairs held a number of working sessions with staff to identify opportunities and obstacles for gender mainstreaming. Consultations with staff on the development of the Gender Mainstreaming Plan of Action within the Department for Disarmament Affairs raised the levels of awareness, commitment and capacity. UNESCO developed a gender-training programme for its gender focal point networks in the secretariat and

at field offices. The World Bank trained field-based country gender focal points, as well as clients, in gender aspects of poverty reduction strategy papers.

53. Some attempts have been made to incorporate gender perspectives into existing training programmes. WHO, for example, organized presentations on gender mainstreaming in induction sessions for new staff. Further efforts need to be made to influence training programmes in areas such as poverty reduction, macroeconomics and sustainable development, in order to develop greater awareness of the linkages between gender perspectives and those areas.

54. UNFPA organized a training workshop on skills development to build the capacity of women's non-governmental organizations from conflict and post-conflict regions. The Office for the Coordination of Humanitarian Affairs, with the support of the Security Council and interested Member States, organized a series of regional workshops on the protection of civilians, including women and girls, in an effort to broaden the audience for protection policies and mainstream them in decision-making processes in Member States, particularly those that contribute peacekeeping troops or experience conflict directly or indirectly. The Office of the United Nations High Commissioner for Refugees (UNHCR) involved men in training-of-trainers programmes on gender analysis in Guinea, Kenya, Liberia, Sierra Leone and Timor-Leste.

55. The Economic Commission for Africa (ECA) organized training workshops for government officials and NGOs from 19 African countries to build capacity in the formulation, implementation and monitoring of comprehensive gender-mainstreaming policies and institutional mechanisms. Follow-up was undertaken in 14 countries and, as a result, some already have gender policies or policies for the advancement of women and are in the process of training gender focal points. Regional symposiums on gender mainstreaming have been organized, through a collaboration between the Office of the Special Adviser on Gender Issues and Advancement of Women/Division for the Advancement of Women and ESCAP and ESCWA.

56. UNHCR developed a gender training kit on the protection of refugee women. UNFPA developed a comprehensive training manual on gender, population and development and strengthened the technical capacity of country support teams. The Internal Displacement Unit of the Office for the Coordination of Humanitarian Affairs has developed a training package on women as internally displaced persons, and its Relief Web site lists gender training materials. FAO is currently finalizing training manuals on gender, biodiversity and local knowledge. It has also launched a bimonthly e-newsletter as an instrument for sharing information on gender-related actions and lessons learned among staff. UNAIDS, together with UNIFEM, has launched HIV/AIDS and gender training materials to be used by all United Nations system staff.

57. Capacity-building efforts in the United Nations have not always been as effective as could be desired. Greater attention must be given to the evaluation of impacts. One contributing factor is the lack of systematic follow-up to training programmes. Training should also be more specifically tailored to the needs of participants. Training should be sector-specific but should also provide guidance on incorporating gender perspectives into different types of activities and work tasks that participants are involved in on a day-to-day basis. Gender analysis methodologies are only useful if advice is provided on how they can be practically

applied in the work of participants. A greater sharing of experiences and good practice on capacity-building would be useful.

C. Monitoring mechanisms

58. Monitoring and accountability mechanisms for gender mainstreaming are still relatively weak within the United Nations. In many entities, monitoring is carried out mainly through specific evaluations, audits or surveys. To a lesser extent, attention is given to the monitoring of progress in gender mainstreaming in regular evaluation and reporting processes. A lack of gender-specific information and sex-disaggregated data, as well as targets and indicators, constitutes a major obstacle to effective monitoring. Weaknesses in monitoring compound problems with accountability. Positive examples of the progress which has been achieved are provided below.

59. ILO carried out a gender audit to ascertain the levels of gender awareness and capacity and the progress made in drawing attention to gender issues in the organization. The Office of Internal Oversight Services has introduced sex disaggregation of data as a requirement in the information collected for programme performance in the Secretariat.

60. The six core practices of UNDP and its strategic results framework on gender require regular progress reports. For OHCHR, the key monitoring mechanism is a yearly report of the Secretary-General to the Commission on Human Rights on the integration of women's rights and gender perspectives in the United Nations system. The UNICEF annual reports on country programmes are reviewed at headquarters and all gender-related findings have been entered into a specific database. IFAD has established a revised reporting system to ensure the institutionalization of its plan of action. The Gender Action Plan of the Department for Disarmament Affairs and the UNESCO Gender Mainstreaming Implementation Framework also include monitoring mechanisms.

61. The evaluation services of UNDP and the Office for the Coordination of Humanitarian Affairs have incorporated gender issues into terms of reference for evaluations and strengthened the capacity of evaluation teams to include gender issues in their analysis. For example, an evaluation of the response and coordination services of the Office for the Coordination of Humanitarian Affairs and the United Nations Office for the Coordination of Humanitarian Assistance to Afghanistan during the emergency in Afghanistan from July 2001 to July 2002[12] included a specific section on promoting gender equality. Gender equality is one of six impact domains in the IFAD new methodological framework for evaluation; and the UNEP final evaluation reports of project outputs include gender perspectives.

62. The Monitoring and Evaluation Unit in UN-Habitat published its first evaluation report on gender mainstreaming in early 2003. In ILO, 18 participatory gender audits revealed a need for further capacity-building of staff and partners concerning gender concepts and the practical aspects of gender mainstreaming. Lessons learned also included the importance of ownership and the inclusion of both women and men in the audit teams. UNHCR is developing a core set of standards and indicators to monitor and evaluate performance, including in budget and reporting processes.

63. The Gender Mainstreaming Unit in UN-Habitat is represented on the Project Review Committee, which monitors gender mainstreaming in project formulation. Those UNRISD Board members with expertise and commitment to gender mainstreaming monitor the incorporation of gender perspectives into the work of UNRISD, thereby providing a strong incentive for research coordinators to raise gender issues in their respective areas.

64. The monitoring of gender mainstreaming in project implementation is a major challenge, especially at the level of specific impacts. Some entities have undertaken steps to assess progress at the field level. The results-oriented annual reports of UNDP for 2001 and 2002 show progress in gender-mainstreaming activities, with an increased number of countries reporting such interventions. At the World Bank, the first annual monitoring report on implementation of the gender-mainstreaming strategy indicated that progress is being made, particularly in country level activities. However, while lending in the human development sectors of education, health, nutrition and population tends to be gender-responsive, less attention is given to gender issues in other sector areas. OHCHR for its part developed efforts to begin systematic monitoring of the integration of gender perspectives in its seminars and workshops in 2003.

65. Lack of adequate accountability mechanisms remains a major constraint to gender mainstreaming. In 2002, UNDP adopted a corporate practice note on gender equality that made all staff and managers responsible for gender mainstreaming in every aspect of UNDP work. The World Bank, in developing its gender mainstreaming strategy, established an accountabilities table which indicated the need for clear delineation of responsibilities for gender mainstreaming.

D. Development of resources and tools

66. United Nations entities have developed resources and tools for gender mainstreaming. Manuals or guidelines exist for almost every area of work covered by the United Nations system today. Many of the resources and tools are, however, inadequately utilized. Increased exchange of resources across the system would be beneficial. Only a small sample of the wide variety of resources available can be provided in the present report.

67. UNFPA prepared guidelines on support for gender issues in population and development. UN-Habitat has published a manual for project and programme cycle management. FAO produced technical guides on gender and household resources management and gender and microfinance. The field guidelines circulated by the Office for the Coordination of Humanitarian Affairs refer staff to resources on the gender dimensions of humanitarian response. UNICEF tested a gender assessment tool for mainstreaming in country programmes in 2003.

68. WHO developed capacity for gender mainstreaming in member countries through a review paper and guidelines on integrating gender in HIV/AIDS programmes, which are being tested at the country level. A new programmatic tool on gender analysis in health, "Mainstreaming Gender in Health: A WHO Manual for Health Managers", has been tested with WHO staff at headquarters. Country gender assessments, developed by the World Bank as part of its gender mainstreaming strategy, are devised as a consensus-building process, based on empirical

information analysis and inclusive consultations, which identify gender-responsive actions important for poverty reduction and economic growth.

69. ECA launched an African Women's Report, including an African Gender and Development Index, to assist member States in tracking the status of women on a continuing basis. As a follow-up to the training programme on gender mainstreaming in the Department of Economic and Social Affairs, the Office of the Special Adviser on Gender Issues and Advancement of Women prepared a publication entitled *Gender Mainstreaming: An Overview* to provide further guidance on gender mainstreaming. The Department for Disarmament Affairs, UNOV and the Division for Social Policy and Development and the Sustainable Development Division within the Department of Economic and Social Affairs, in collaboration with the Office of the Special Adviser on Gender Issues and Advancement of Women and the Division for the Advancement of Women, prepared briefing notes on gender mainstreaming in disarmament, crime prevention and drug control, sustainable development and social development.

70. Gender-mainstreaming tools are accessible online through the new UNESCO Gender Mainstreaming Resource Centre. UNIFEM launched a Gender and AIDS web site portal in February 2003 and the World Intellectual Property Organization launched a new web page in October 2003 to draw attention to gender and intellectual property activities. A directory of gender resources, including gender-mainstreaming tools, can also be accessed through the web site of the Inter-Agency Network on Women and Gender Equality, WomenWatch.[13]

E. Sex-disaggregated data, gender-specific information and indicators

71. Although United Nations entities have focused on the collection, analysis and use of gender-specific information and sex-disaggregated data as well as the development and use of indicators to measure the results of gender-mainstreaming policies and programmes, there remain major gaps and challenges. UNCTAD, for example, has pointed out the dearth of sex-disaggregated statistics in the trade and financial areas. OHCHR noted that sex-disaggregated data are scarce for some civil and political rights issues, and where they are available on economic, social and cultural issues, they do not always reflect human rights dimensions appropriately.

72. The Statistics Division of the Department of Economic and Social Affairs has continued to mainstream gender perspectives in the compilation and dissemination of socio-demographic statistics. Efforts are being made to improve concepts and methods to better reflect the status and the contribution of women and men to the economy and society, for example through the development of an international classification of activities for time-use statistics, measuring remunerated and unremunerated work. Sex-disaggregated data are also available in the statistics series contained in the United Nations Common Database.

73. ECE has cooperated with UNDP on improving the scope of available data and capacity-building in member countries. Its gender statistics database and web site have been updated and further developed in close cooperation with the network of gender focal points in national statistics offices. ECE, ECLAC and ESCAP have made major progress in improving work on statistics and indicators at the regional level. ESCWA provided technical assistance and advisory services to several

countries on gender statistics. The ESCWA Status of Arab Women Index, which adds new cultural and political indices to those already developed by UNDP, are being tested.

74. ILO makes specific efforts to collect employment-related sex-disaggregated statistics by sector, occupation and other criteria. FAO provided technical assistance to 23 of its members to enhance their collection of sex-disaggregated data. WHO is strengthening national capacity to collect and use sex-disaggregated data for gender analysis of health issues, for example, through the development of gender indicators and women's health country profiles. Under its new operational priorities, the United Nations Office on Drugs and Crime is committed to improve the collection of sex-disaggregated data.

75. Entities are making efforts to ensure that baseline data are collected. WFP has enhanced its commitment to baseline survey methodology by developing a pilot activity and training staff members from approximately 40 countries. Following training by ECE, at least eight countries have submitted their initial baseline reports on the status of gender mainstreaming. UNICEF continues to support surveys, including multiple indicator cluster surveys. UN-Habitat's household surveys are being piloted in a number of countries to capture information about men and women, and if successful, such methodologies will be upscaled.

76. the United Nations Volunteers provided advisory services on the use of sex-disaggregated statistics in socio-economic planning and programming in the Lao People's Democratic Republic. UNMIK, in cooperation with the Kosovo Statistical Office, is developing disaggregated statistics.

77. UNFPA held an expert group meeting on population and gender indicators in the Millennium Development Goals and a series of minimum indicators was selected for programme monitoring. FAO developed and tested gender-sensitive indicators in natural resource management and land use. ILO established indicators, focusing on the ratification and application of four key ILO conventions, to measure progress by its constituents in taking positive action to increase gender equality in the world of work. The United Nations University placed specific emphasis on the development of gender-related indices for human well-being.

V. Conclusions and recommendations

78. **Although policies and strategies are in place in many entities and there has been an increased focus on the development of training, methodologies and tools, a large gap remains between policy and practice. Gender equality is not yet fully integrated into the work of the United Nations.**

79. **Some important lessons have been learned on the promotion of gender equality through the gender-mainstreaming strategy, as a complement to targeted interventions for women and gender equality. Mainstreaming requires an active approach; there must be a clear objective to mainstream gender equality perspectives into all interventions and a concrete action plan needs to be developed. Attention to gender perspectives should be explicit; mainstreaming is not being achieved if gender equality issues are not highly visible.**

80. **Remaining constraints to the full implementation of gender mainstreaming include inadequate support for and follow-up of gender equality policies and strategies; poor utilization of gender analysis; inadequate monitoring mechanisms, including indicators for assessing progress; and a number of critical institutional constraints, including continued lack of competence and poor accountability.**

81. **Considerable work remains to be done on developing awareness, commitment and capacity among United Nations staff. The existence of policies and strategies, even when accompanied by clear guidelines and implementation plans, has not always led to the desired change in attitudes and practices. Methodologies and resources are not being utilized to the fullest extent. Increased explicit support from senior management levels, in clarifying responsibilities, demanding accountability and providing support, is critical for moving forward with the implementation of gender mainstreaming.**

82. **The Commission may wish to encourage United Nations entities to, within their mandates, take the following actions:**

A. **Inter-agency support for gender mainstreaming**

(a) **Increase exchange of experiences and good practice on gender mainstreaming in all areas through existing networks;**

(b) **Incorporate gender perspectives in inter-agency collaboration in all areas;**

(c) **Utilize the Inter-Agency Network on Women and Gender Equality more effectively to support gender mainstreaming.**

B. **Policy and strategy frameworks for gender equality**

(a) **Establish gender-equality policy frameworks, where such frameworks do not exist;**

(b) **Link gender equality policies more clearly to organizational goals and priorities;**

(c) **Develop strategies and action plans to ensure implementation of policies;**

(d) **Assess the impact of gender equality policies and strategies in order to identify and address constraints to their full implementation;**

(e) **Increase management commitment and develop effective accountability mechanisms.**

C. **Gender mainstreaming in sector policies and strategies**

(a) **Integrate gender perspectives into organizational policies and sectoral policies and strategies;**

(b) **Increase attention to gender perspectives in medium-term plans and programme budgets;**

(c) Ensure explicit attention to gender perspectives in the servicing of intergovernmental processes, including the functional commissions of the Economic and Social Council.

D. Gender mainstreaming in programme activities

(a) Increase capacity for gender analysis and utilize gender analysis systematically at both policy and programme levels;

(b) Integrate gender perspectives into existing analyses, such as sector analyses or poverty analyses;

(c) Incorporate gender perspectives into all existing mechanisms and tools, such as the poverty reduction strategy papers, CCA/UNDAFs, Millennium Development Goals country reports, and Human Development Country Reports;

(d) Improve monitoring and reporting mechanisms on incorporation of gender perspectives into programmes and on impacts at the country level;

(e) Continue to support Governments in their efforts to implement gender mainstreaming.

E. Institutional mechanisms

Specialist resources

(a) Strengthen the leadership role of managers for gender mainstreaming;

(b) Ensure access to information and decision-making processes, adequate resources and explicit support from management levels for gender specialists and focal points in headquarters and in the field;

(c) Increase the involvement of men as specialists and focal points.

Capacity-building

(a) Assess the impact of existing training programmes and develop strategies to improve their effectiveness;

(b) Focus resources on training specifically tailored to the needs of participants and on follow-up processes;

(c) Incorporate gender perspectives into all existing training programmes;

(d) Increase the number of male trainers.

Monitoring mechanisms

(a) Carry out regular audits on progress in gender mainstreaming;

(b) Require reporting on progress in gender mainstreaming as an integrated part of existing monitoring and evaluation processes;

(c) Utilize the Millennium Development Goals framework to increase the focus on implementation, targets and impacts.

Development of resources and tools

(a) **Improve dissemination of resources and tools, including through training programmes;**

(b) **Ensure systematic exchange of resources and tools across the system to promote cross-fertilization of ideas.**

Sex-disaggregated data, gender-specific information and indicators

(a) **Require sex-disaggregation of all relevant data;**

(b) **Require collection of gender-specific information as the basis for all analysis and policy development;**

(c) **Provide support to and collaborate with national statistical offices;**

(d) **Promote increased collaboration between the users and the producers of statistics and indicators on gender equality;**

(e) **Utilize the Millennium Development Goals framework to increase the focus on targets and indicators;**

(f) **Build on the initiatives undertaken by the regional commissions to develop a comprehensive global set of indicators.**

Notes

[1] See *Official Records of the Economic and Social Council, 2003, Supplement No. 7* (E/2003/27), chap. I.C.

[2] See *Official Records of the General Assembly, Fifty-second Session, Supplement No. 3* (A/52/3), chap. IV, para. 4.

[3] Since the focus of the report is on the gender mainstreaming strategy, it does not address human resources policies or the status of women in United Nations entities. Nor does it address programmes that focus on the empowerment of women through interventions specifically aimed at this target group, which complement the gender mainstreaming strategy.

[4] The following United Nations entities contributed information to the report: Department of Economic and Social Affairs (DESA); Division for the Advancement of Women, Development Policy and Planning Office, Division for Social Policy and Development, Division for Sustainable Development, Financing for Development Office, Secretariat of the United Nations Forum on Forests, Statistics Division; Department for Disarmament Affairs; Department of Political Affairs; Department of Public Information; Department of Peacekeeping Operations; Economic Commission for Africa (ECA); Economic Commission for Europe (ECE); Economic and Social Commission for Asia and the Pacific (ESCAP); Economic and Social Commission for Western Asia (ESCWA); Economic Commission for Latin America and the Caribbean (ECLAC); Food and Agriculture Organization of the United Nations (FAO); International Atomic Energy Agency (IAEA); International Civil Aviation Organization (ICAO); International Fund for Agricultural Development (IFAD); International Labour Organization (ILO); International Monetary Fund (IMF); International Research and Training Institute for the Advancement of Women (INSTRAW); International Telecommunication Union (ITU); Office for the Coordination of Humanitarian Affairs; Office of Internal Oversight Services; United Nations Office on Drugs and Crime; Office of the United Nations High Commissioner for Human Rights; Office of Legal Affairs: Treaty Section; Office of the Special Adviser on Gender Issues and Advancement of Women; United Nations Human Settlements Programme (UN-Habitat); Joint United Nations Programme on HIV/AIDS (UNAIDS); United Nations Conference on Trade and Development (UNCTAD); United Nations Development Programme (UNDP); United

Nations Environment Programme (UNEP); United Nations Educational, Scientific and Cultural Organization (UNESCO); United Nations Population Fund (UNFPA); Office of the United Nations High Commissioner for Refugees (UNHCR); United Nations Children's Fund (UNICEF); United Nations Industrial Development Organization (UNIDO); United Nations Development Fund for Women; United Nations Research Institute for Social Development; United Nations Relief and Works Agency for Palestine Refugees in the Near East (UNRWA); United Nations University (UNU); United Nations Volunteers (UNV); World Bank; World Food Programme (WFP); World Health Organization (WHO); World Intellectual Property Organization. The International Organization for Migration (IOM), though not part of the United Nations system, also provided useful information.

[5] ST/SGB/2003/13.

[6] Composed of UNAIDS, UNIFEM, UNFPA, UNICEF, the Division for the Advancement of Women, WHO, ILO, UNESCO, UNDP, WFP, FAO and UNHCR.

[7] The gender mainstreaming activities of the functional commissions of the Economic and Social Council and other bodies will be discussed in the report of the Secretary-General to the Economic and Social Council at its session in 2004.

[8] See A/58/160.

[9] www.un.org/womenwatch/ianwge/gm_facts/.

[10] See A/58/135.

[11] International Monetary Fund and International Development Association, "Poverty Reduction Strategy Papers — Detailed Analysis of Progress in Implementation", prepared by the staffs of IMF and the World Bank, 15 September 2003, p. 25.

[12] "Evaluation of the OCHA and UNOCHA Response and Coordination Services during the Emergency in Afghanistan — July 2001 to July 2002", report commissioned by the Evaluation and Studies Unit of the Office for the Coordination of Humanitarian Affairs, November 2002.

[13] www.un.org/womenwatch.